Volume 10, Number 12 June 24-July 21, 1995

# UCSF Newsbreak

## Diversity and the path to excellence at UCSF

At a time when the winds of change are threatening to dismantle affirmative action policies throughout our nation, it has never been more important to reflect on the roots of diversity on our campus and what we have wrought. Twenty five years of programs to create equal opportunity have changed the face of UCSF. From where did we come? Are we a better place now? Has affirmative action advanced or impeded our mission?

Here are our answers.

UCSF did not set out to become a cradle of diversity. Indeed, Lucy Wanzer, the first female graduate of the School of Medicine, endured years of insults and official opposition before being allowed to join the class of 1874. Nearly a century later, new federal rules about minority hiring and admissions practices, hammered out in the courts during the early years of the Nixon administration, were not immediately embraced here either. In the late 1960s, UCSF was a successful institution, full of bright and promising dentistry, medical, nursing and pharmacy students. Virtually all of the students were white, and with the exception of nursing, most of the students were male. Change the formula for the admission of students, some argued, and academic standards would erode, patient care would suffer, and UCSF itself would collapse into mediocrity.

Today, we can proclaim that such fears were groundless. With a combined student body, faculty and staff that is approximately 38% minority and 55% female, UCSF is a complex mosaic of colors, nationalities, backgrounds, types and interests. In parallel with the growth of our diversity, academic excellence at UCSF has flourished, not floundered. Our schools are ranked at or near the top nationally. Our clinics and hospitals are recognized as paragons of patient care. And our research programs are among the most innovative and productive in the world. This great progress, we contend, has been made in part because of our diversity, not in spite of it.

Critics will challenge that statement, insisting that no one can know what UCSF might have been had it not applied the principles and policies of affirmative action to admit and hire more minorities and women. Such critics presume that these minorities and women have been "less qualified" than white males. But the fact is that virtually all of our students or employees, regardless of their race or gender, have earned their place on merit.

Some of the criticism may stem from a semantic misunderstanding. Too often diversity and affirmative action are equated with preference. As practiced at UCSF, these policies really mean that, in addition to test scores and references, a person's breadth and depth of interests, experience, background, integrity and compassion also are significant considerations for admission and hiring. In pursuit of diversity, we cast a wide net in the hope of attracting qualified minority candidates for our staff and professional schools. But the opportunities are not assigned according to hidden or discriminatory criteria. To say otherwise is to stigmatize those whose scholarship, teaching skills, patient care, research achievements, public service or simple good work habits have helped UCSF maintain its position of national leadership.

What have equal opportunity and affirmative action done for our campus, San Francisco, and our society? UCSF's prestigious medical school now has the best record of minority recruitment outside of the traditional African-American medical colleges. Forty percent of our housestaff residents are women and 42 percent are non-white. The number of female dental students has jumped to 50 percent in a decade after hovering at less than 10 percent for a century. Seventy percent of the widely respected School of Pharmacy's dean's office staff is non-white. The School of Nursing's entering classes are often one-quarter minority while the number of minorities in the registered nursing field is only 9 percent. In addition to providing research training for minority undergraduates, UCSF has steadily increased its effort to sponsor summer jobs in science for minority high school students in the hope of luring more of them into science or medicine. Have our campus and city been harmed by these admissions and employment choices? We think not.

Of even greater importance is the fact that the achievement of diversity on our campus advances our primary mission: to provide for the health care needs of the people of our state. UCSF's culturally diverse patient care staff is better able to meet the needs of our broadly based patient population. More of our minority graduates choose to practice in poor communities with diverse populations than their non-minority counterparts. Dismantling affirmative action programs would turn back the clock on health care in California by decreasing the number of minority physicians and other health care professionals available to serve the growing minority populations of our state.

So again we ask, what have we wrought? UCSF is far different than it was 25 years ago. Our campus is more successful, more productive, more approachable and more humane than ever before in our history. Never have we been more able to attract the best students, faculty and job applicants from all ethnic backgrounds, which enables us better to serve the needs of a diverse patient population. The remarkable diversity of our campus represents one of the greatest examples of society's striving for and achieving a higher ideal. And the extent and pace of this accomplishment would have been impossible without the application of affirmative action and other programs to ensure equal opportunity. As the political landscape shifts and changes, it has never been more important to embrace, protect and advance our diversity even further. We owe it to this state, the nation and the world.

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Vice Chancellor, Administration

William B. Kerr
Director, Medical Center Administration

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Vice Chancellor, Academic Affairs

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Dean, School of Pharmacy

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Dean, School of Medicine

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Advancement & Planning

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Jane S. Norbeck, RN, DNS
Dean, School of Nursing



**Page 3 ...** Summer program for American-Indian students

## To achieve diversity: tear down the walls

**By ALLEN J. BALDERSON**

How do you define diversity? That's a tough question, and one that a recent UCSF Staff Council lecture/discussion attempted to address. The simple answer from guest speaker Jesse Guiterrez-Cervantes was, "There is no one solution. There is no one definition."

*(See* **DIVERSITY** *on page 2)*

## Federal budget cuts could be devastating

**By BILL GORDON**

If Congress approves federal budget proposals now under review, the effect of the cuts will be felt by every student, patient, and faculty and staff member at UCSF.

Chancellor Joseph B. Martin calls the budget proposals "alarming" and cautions that cutbacks in many federal programs threaten to cause significant damage to research universities across the country. For UCSF, the greatest harm would come from cuts in three areas — Medicare, the National Institutes of Health, and student financial aid.

"These proposals cripple our ability to respond to diseases, impair our ability to train the next generation of physicians, and saddle our students with exorbitant debt," he says.

Concern over the potential loss of funding prompted campus leaders to educate the public and legislators about the situation. Community leaders are being asked to carry the University's message to legislators, and Medical Center Director Bill Kerr and other representatives of academic medical centers in California already have traveled to Washington, DC, to brief legislative staffs and other officials about the impact of the budget proposals.

The UCSF Medical Center was the subject of an NBC News story on June 15 about the effect of proposed Medicare cuts on major teaching hospitals. The story featured interviews with Kerr and Haile Debas, dean of the School of Medicine.

With President Clinton's announcement two weeks ago that he wants to reduce planned Medicare spending by $124 billion and Medicaid spending by $55 billion by 2002, significant cuts in the programs now appear inevitable. The budget proposed by House Republicans calls for $250 billion in Medicare savings and $175 billion in Medicaid savings.

In addition to coping with the loss of revenue these Medicare reductions would cause for all hospitals, UCSF and other teaching hospitals face a second blow from Medicare cuts. Until now, the federal government has provided support for teaching hospitals through supplemental Medicare payments. These payments are made to recognize that teaching hospitals face higher additional costs by providing care to the elderly and teaching medical students and residents.

Unfortunately, current budget discussions target these teaching support dollars for disproportionate reductions. Under one such proposal, the Medical Center stands to lose $18 million in Medicare medical education support. An additional $20 million in related educational support also is at risk.

In other budget proposals, Congress is considering deep cuts in NIH funding. "If the House version of the budget resolution passes,

*(See* **FUNDING** *on page 7)*

## Campus graduates more than 600 students

**By ALLEN J. BALDERSON**

UCSF graduated 601 students over the past few weeks. The first ceremony of the graduation season occurred in late May when the School of Medicine handed degrees to 155 budding physicians, and Tomás A. Magaña received the prestigious Gold-Headed Cane award (see last issue of Newsbreak, June 3-23).

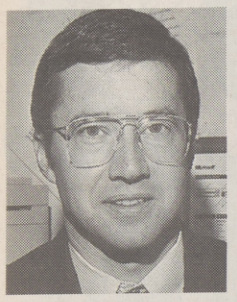
Since then, the Department of Psychiatry and the Schools of Dentistry, Pharmacy and Nursing have held ceremonies, beginning with psychiatry on June 2 where 50 graduates received diplomas — 26 residents in psychiatry, including five from Fresno, three residents in child and adolescent psychiatry, five predoctoral fellows in clinical psychology, six postdoctoral fellows in clinical psychology, four postdoctoral trainees in clinical services research, three doctors of philosophy in psychology, and three postdoctoral fellows in drug abuse treatment research.

Eleven special awards were presented to: Cynthia Gwin Ellis and Caroline Elizabeth Mulder — Edwin F. Alston Award; Francisco Jose Gonzalez and Kyra Marie Minninger — Henry F. Albronda Award; Robert Paul Bright and Mutsumi Michael Ishii — Alexander Simon Award; Lynn Alison McInnes — Award for Creative Achievement; Tara Nakayama Barr and Michael Wayne Wachter — Laughlin Award of the National Psychiatric Endowment; Joel Gregory Long — Helen Stein Memorial Award for Best Resident Project (Fresno); John D. Hensala — Irving Philips Award for Excellence in Child & Adolescent

*(See* **GRADUATIONS** *on page 6)*

# Gazette

## Appointments



*Coughlin*

**Shaun Coughlin:** Named director, Daiichi Research Center. Established in 1993, the Center is the largest joint venture to date between UCSF and a corporate research sponsor. Research is geared toward understanding the molecular basis for the development of atherosclerosis — the thickening of key arteries resulting in the obstruction of blood flow. Coughlin discovered the cell surface receptor for the enzyme thrombin and is studying its role in clotting and possible roles in atherosclerosis. Coughlin served as an intern and resident at Massachusetts General Hospital before coming to UCSF as a fellow with the Cardiovascular Research Institute (CVRI) in 1984. He became assistant professor of medicine in 1986 and associate professor in 1992, the same year he was named associate director of the CVRI.

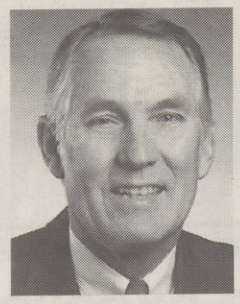
## Honors & Awards



*Osborn*

**Emilie H.S. Osborn,** student and curricular affairs: Member-at-Large, National Board of Medical Examiners.

**Neal L. Benowitz,** medicine, psychiatry and pharmacy: Distinguished Lecturer in Medical Sciences, Mayo Clinic.



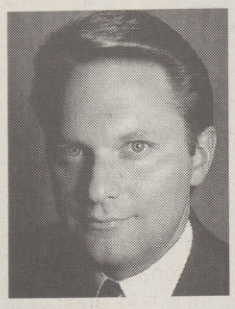
*McAninch*

**Jack W. McAninch,** urology: President-elect, American Urological Association and American Board of Urology.

**Marylin Dodd,** academic affairs, School of Nursing: Alumnae of the Year, Wayne State University College of Nursing.

**Mark Jordan,** University Development, Alumni Relations and Alumni Association: First Annual Alumni Achievement Award, Dominican College.

**Jay A. Levy,** medicine and Cancer Research Institute: Distinguished Alumnus Award, Wesleyan University.



*Jordan*

**Dorothy S. Oda,** mental health, community and administrative nursing: 1995 Outstanding School Nurse Achievement Award, American School Health Association, School Nurse Section.

**Francisco Ramos-Gomez,** pediatric dentistry: 1995 Educational Foundation Research Award, American Academy of Pediatric Dentistry.



*Oda*



Allen J. Balderson

## WFA honors Blackburn

*Elizabeth Blackburn, chair of microbiology and immunology, talks with some of her colleagues at the annual Women's Faculty Association (WFA) luncheon on May 31. The WFA honored Blackburn, who has been with UCSF since 1990, with its annual Career Achievement Award. Blackburn's discovery of a novel enzyme that keeps the ends of chromosomes from getting progressively shorter has given scientists new insight into how chemical life evolved as well as a potential weapon for combating some parasitic diseases. The luncheon was co-sponsored by the Women's Resource Center, the Chancellor's Advisory Committee on the Status of Women and Academic Affairs.*

## In Memoriam

**Richard Gardner,** 72: A lecturer in the Department of Surgery, Gardner came to UCSF in 1946 as an intern and was a resident from 1947 to 1952, when he became an attending surgeon and an instructor. He was named an assistant professor in 1954, immediately before serving two years as a surgeon in the Army. In addition to maintaining a private practice in San Francisco, Gardner served as chief of surgery at French Hospital and was a member of 16 scientific societies. President of both the San Francisco Surgical Society and the Regional Cancer Consultation Service, he was a co-founder of the Lynn Nafziger Surgical Research Endowment Fund. Memorial donations may be made to the Headlands Center for the Arts in Sausalito or the Center for the Arts and Yerba Buena Gardens in San Francisco.

## Corrections

In the last issue of Newsbreak/Medsounds there were a few errors:

- In the article on the UC Hospital building being renamed, the correct date for the last patient housed there is early 1980s.
- In the article about orientation meetings to explain benefits to new employees, the meetings are held every other Tuesday in S 214. The next benefits orientation meetings are Tuesday and Wednesday, July 11 and 12.
- In the article on health care reform, Charles Wilson is a neurosurgeon.

## Kramer honored for "20 Years of Magic"



Steven G. Kramer was honored for his 20 years as chair of the Department of Ophthalmology at an afternoon reception for staff and faculty at the Faculty/Alumni House on June 1 and a black tie gala at the Pan Pacific Hotel on June 3.

The highlight of the Saturday evening gala, with the theme "The 20 Years of Magic of Steven G. Kramer," was the announcement that That Man May See, the support group of the Beckman Vision Center, had raised over $600,000 for an endowed chair in honor of Kramer. Following the UC Regents' approval, the Chair will support junior faculty in the department. Since his arrival on campus as chair in 1975, Kramer has made bringing young and talented faculty to this campus one of his major objectives.

Kramer is the Theresa and Wayne Caygill Professor of Ophthalmology and director of the Beckman Vision Center. His clinical specialties are in corneal transplantation and cataract surgery, while his research interests lie in transplantation technology and ocular cell replacement.

A magic enthusiast, Kramer and the gala crowd were treated to magic tricks by UCSF surgeon Robert Albo.

## Beckman video wins "Freddie" award

"A Clear Vision," a video produced for the Beckman Vision Center by Robert Hecht Productions, has won a "Freddie" from the 1995 International Health & Medical Film Festival. Judged best in the Public Relations and Advertising category, the video tells the story of the Beckman Vision Center and its mission of patient care, education and research on vision problems and blinding diseases. David G. Hwang, assistant professor of ophthalmology, co-director of the cornea service and Eye Bank medical director, Tissue Bank, coordinated the project.

## Diversity *(from page 1)*

A former associate staff member in the Departments of Medicine and Psychiatry, Guiterrez-Cervantes told a relatively small, yet attentive crowd on June 7 that in his corporate workshops and seminars on diversity, he has found that many businesses across the US and Mexico want to vote on the issue. "It doesn't work that way," he said. "It's like asking if you want the weather. Diversity is here. You can't vote it away."

To better understand diversity and how it is viewed in the worplace, it's essential that we all look at our own individual prejudices. "Be honest with yourself," said Guiterrez-Cervantes. "We all have prejudices." Once you are honest with your feelings, try to figure out why you are prejudiced, then try to change your behavior, he advised.

Quoting Peter M. Senge, author of The Fifth Discipline, Guiterrez-Cervantes said, "Organizations break down despite individual brilliance and innovative products, because they are unable to pull their diverse functions and talents into a productive whole."

Diversity has a variety of components, from age to education, gender to grade level, learning style to life style, marital status to sexual orientation, physical ability to racial background, religion to language ability.

"Society imposes sanctions on people who are different. We should look to higher institutions, including this University, where diversity should be honored and fostered," he said. People want specific rules and guidelines when it comes to having diversity in the workplace, but there are no rules, there are no formulas. "But, there are principles," said Guiterrez-Cervantes, "the basic principles of respect."

Many people are confused about the terms diversity and affirmative action. Diversity is an exploration of human variety, wherever and however it appears, said Guiterrez-Cervantes. Affirmative action is compliance based on a commitment by the US to redress the institutionalized exclusion of some people.

Governor Pete Wilson recently signed an executive order regarding affirmative action, which he says puts the state on a new course, from favoritism to fairness. (See sidebar.)

"Who can argue with that?" asked Guiterrez-Cervantes. But he adds, out of 3,000 reverse discrimination lawsuits, only .2 percent were found to be valid. "We must begin on a playing field where people have equal ground."

Guiterrez-Cervantes strongly suggested that UCSF conduct more forums, seminars and retreats to teach people to fully understand what diversity and affirmative action is all about before going to the polls in 1996. "Many people have to learn how to have respect," he said.

## Governor Wilson's Executive Order

Governor Pete Wilson's Executive Order says it "embraces individual merit and quality of opportunity and rejects race- and gender-based special preference programs as fundamentally unfair."

In a June 1 letter to Howard Leach, chair of the UC Board of Regents, Wilson asked UC to "implement the intent and requirements" of his Executive Order. While Leach promised to give Wilson's order the prompt and serious attention it deserves, he added that because it deals with important matters of public policy it requires action by the entire Board of Regents.

In his letter to UC leaders, UC President Jack Peltason stated, "The Governor's request gives added impetus to the review of our programs and policies currently underway. I've made clear my personal view that the University, as a public institution, has a special obligation to serve Californians of every race, gender, and background, and that our equal opportunity, affirmative action, and diversity programs help us meet this obligation in ways that are both fair and grounded in our commitment to excellence."

Meanwhile, Ward Connerly, the UC Board of Regents' most outspoken critic of racial preferences, said that he will delay until the July Regents' meeting any proposal for changing the University's affirmative action programs. Speaking to reporters at the June 15 Regents' meeting, he said that while he had not wavered on the issue of race and ethnicity, he believed UC should consider criteria such as socioeconomic status in its admissions policies.


## UCSF Newsbreak

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**Deadline** for the next issue, which will cover July 22-August 25 (five weeks), will be on **Tuesday, July 11, at 11 a.m.** Please send campus news copy to Allen Balderson (476-3163 or allen_balderson@quickmail.ucsf.edu), Medical Center news to Lisa Cisneros (476-3256 or lisa_cisneros@quickmail.ucsf.edu), and calendar and gazette items to Michele Firpo (476-3257 or michele_firpo@quickmail.ucsf.edu), all at Box 0462; fax 476-3541. Last-minute copy may be taken over the telephone by calling the above telephone numbers. The University of California is an affirmative action/equal opportunity employer. UCSF fully ascribes to the Americans with Disabilities Act. If at any time, you feel you have a need to view this communication in an alternate format, please contact Allen Balderson at 476-3163 with your suggestions.

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# Summer program helps American-Indian students

By ALLEN J. BALDERSON

Tom Kelly, 25, of the Prairie Band Potawatomi Tribe has a very clear picture of where he will be in the future. He *will* be a nurse. His first exposure to a clinical setting came a few years ago while working as a security guard at El Camino Hospital in Mountain View. "I started talking to the nurses and I realized how dedicated they are. Now, I think I'd love nursing."

Helping Tom get better acquainted with his chosen field is a special UCSF summer program specifically geared to the American Indian. Along with four other students from Humboldt State University, Tom is spending six weeks on campus through the American-Indian Health Sciences Summer Program, a joint project of Student Academic Programs at UCSF and the Indian Natural Resource, Science and Engineering Program at Humboldt State.

Begun just last year, the program takes a select group of American-Indian students who are majoring in the sciences at Humboldt State and assigns them to UCSF faculty mentors in a variety of departments. Tom's mentor is Annette Burns of Family Health Care Nursing.

The students are attending workshops on the scientific process and careers in the health sciences as well as discussions on how to integrate traditional Native-American values with modern medicine. "At UCSF we acknowledge an individual's spiritual beliefs, and we honor those traditions and values," says Eugene Salazar, senior program officer of Student Academic Programs, who directs the project.



Of course, Native-American traditions and values vary from tribe to tribe. Some American Indians are very traditional, while others aren't as tied to their heritage. For example, members of the Navajo Tribe believe that you will inherit the spirits of the deceased if you handle the corpse. "We have rather involved, traditional ceremonies to rid the body of those spirits," says Wilfred Denetclaw, postdoctoral fellow in anatomy and the CVRI, who is of the Navajo Nation and one of the few full-blooded Native-American Indians with a PhD.

Denetclaw is among several UCSF researchers scheduled to speak to the students. He will update them on a mysterious disease outbreak in the Navajo nation in 1993 that killed 18 people. The Centers for Disease Control and Prevention attributed the outbreak to the Hanta virus, while Denetclaw believes it to be more on the lines of a respiratory distress syndrome.

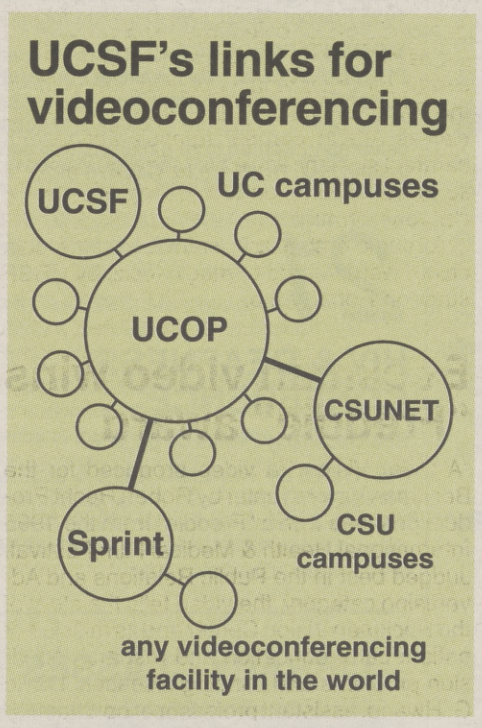
Although diversity and affirmative action policies are under fire, minorities remain vastly underrepresented in the sciences. According to the National Science Foundation, of all the science and engineering students enrolled in graduate programs in the US in 1992, 80 percent were white, about 6 percent were Asian American or Pacific Islander, 5 percent were African American, 4 percent were Hispanic, less than 1 percent were American Indian or Alaskan Native, and 5 percent were other.

The elderly and minorities are the fastest growing populations in the US today. Thanks to the alliance between UCSF and Humboldt State, these five American-Indian students from Humboldt State, not to mention 45 minority students from the Graduate Division's and School of Pharmacy's summer research training programs, are being given a rare opportunity — to boost their knowledge and motivation to pursue health science careers that will help serve an increasingly diverse society.

Joining Tom in the American-Indian program are students Eric Halliwell of the Cherokee and Nez Perce Tribes (mentor Suzanne Dibble, Physiological Nursing); Tina McIntosh of the Cherokee Tribe (mentor Denis Deen, Brain Tumor Research Center); Tieshiea Farley of the Iroquois Tribe (mentor Janice Humphreys, Family Health Care Nursing); and Juan Tirado of the Azteca Tribe (mentor John Flaherty, Clinical Pharmacy).

# Videoconferencing — classes, meetings and seminars will never be the same

Without traveling any further than the Medical Sciences or Nursing buildings, members of the campus now can attend classes almost anywhere and conduct meetings with colleagues around the world through UCSF's new videoconferencing technology. Part of Student Academic Affairs and housed in the new Health Sciences Education and Research Center, the slick videoconferencing facilities save both time and money, according to Bruce J. "Sean" Shierloh, videoconferencing coordinator and trainer. And anyone on campus may take advantage of videoconferencing free of charge, he says, during this introductory phase.




Videoconferencing is a two-way, fully interactive television system that enables participants to see and speak with people at several sites simultaneously. "You get to talk face-to-face, which allows people to see each other's reactions to comments and ideas," says Shierloh. Also, participants can see graphics, overheads, X-rays, chalkboards, in addition to slides and videotape.

The top priority of videoconferencing at UCSF, according to Chancellor Joseph B. Martin, is "distance learning," or the delivery of education or training through electronically mediated instruction at a distance, through such forms as satellite, video, audiographics, computers and multimedia technology. Thanks to a grant from the Helen Fuld Foundation, the School of Nursing soon will be using videoconferencing for distance learning programs in nurse anesthesia at Fresno, a joint BA program with UC Davis and nursing programs at UCLA.

Shierloh sees videoconferencing as a way to enhance learning. "Non-verbal communication is one of the keys to getting a message across," he says, adding that people absorb more information when they can see who is talking to them.

In addition, videoconferencing can save money. Shierloh offers a case in point: "A faculty member needed to meet and share valuable information with a colleague in Japan," he says. "Just a few months ago, he would have had to take the time to travel to that country at a potential cost to the University of some $4,000. Today, for a fraction of that, he can arrange to meet with the researcher in one of our teleconferencing venues."

Shierloh, who came to UCSF in early May after 14 years at UC Davis, has more than 20 years of experience in TV network operations, multimedia classroom support, two-way interactive video and conference planning and staging. He says campus members can use the videoconferencing facilities for a multitude of purposes, from continuing education courses to team grant proposal presentations, from meetings between postdoctoral fellows and their advisors in other countries, to a simple course hookup with UCLA. Shierloh urges faculty to start planning now for courses they'd like to teach "remotely" next year — scheduling classes to be delivered to another campus requires four to six months of planning.

Although campus members can use the videoconferencing facilty free of charge for a time, Shierloh notes that there will be charges if Instructional and Research Support Services (IRSS) technical support is required. Sprint Video Group connection charges also will apply to conferences outside the UC system.

There are two videoconferencing rooms — S 161, which seats up to 18 people and is available exclusively for videoconferences, and N 225, which holds 180, and can be used for gatherings other than videoconferences.

To schedule an orientation session or a videoconference, call Shierloh at 502-6205 or e-mail him at sean@ucsfvm.ucsf.edu.

**Tips for scheduling a video conference**

To help ensure that your video conference goes smoothly, Shierloh offers some tips:

- Choose at least two dates and times acceptable to all participants.
- Know locations to which you would like be connected.
- Have an account number available for room reservations.
- Give coordinator a list of the names and phone numbers of all meeting participants.
- Send an agenda and handouts to all participants.
- Designate a leader at each location and make sure they are trained to use videoconferencing facility at their location.
- Ask leaders to arrive 20 minutes early to facility for final orientation with coordinator. Coordinator will stay until he or she is sure the meeting is proceeding well.
- Make sure leaders know how to contact their videoconferencing coordinator in case problems arise during the meeting.

# Fight the apathy: join AIDS Walk San Francisco on July 16

AIDS is now the number one killer of people ages 25 to 44 and has so far claimed more than 270,000 lives in this country alone. Hundreds of thousands more are infected with the HIV virus. These men, women and children are fighting for their lives as well as their dignity. Despite this, recent polls show that Americans seem to have lost interest in the disease, perhaps because AIDS has become a permanent fixture in our society, or because it is just one of many issues competing for attention.

One way to help stem this creeping apathy is to join the UCSF team for AIDS Walk San Francisco, Sunday, July 16. Now in its ninth year, the 10K walk raises money for several organizations that provide support services for people with HIV and AIDS. It has become Northern California's largest AIDS fundraising event, last year raising more than $2.9 million. UCSF's team had more than 730 walkers, who helped UC raise more than $60,000 with sponsorships from family, friends and neighbors.

To register for the AIDS Walk, call Kathleen Pappas or Martha Geraty of Public Service Programs at 476-4394. Sign-in will begin at 9:30 a.m. in Sharon Meadow in Golden Gate Park. The walk will begin at 10:30 a.m.

If you would like more information on the agencies that will benefit from the AIDS Walk, be sure to attend a presentation on Tuesday, June 27, from noon to 1:30 p.m. in Toland Hall. A representative from at least 20 agencies, including the San Francisco AIDS Foundation, the UCSF AIDS Health Project, AIDS Emergency Fund, Asian Pacific AIDS Coalition, and Bay Area Young Positives, will speak briefly on how the AIDS Walk will benefit their organizations.

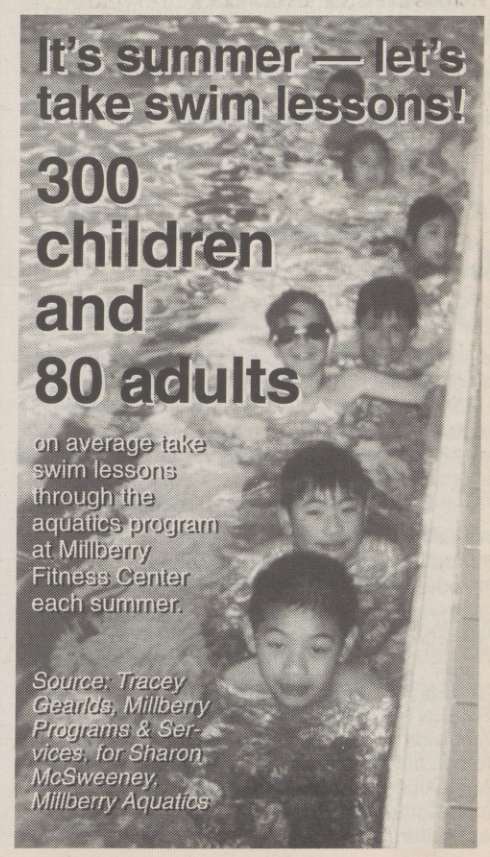
To further coincide with the AIDS Walk, the Office of Public Service Programs is sponsoring two Brown Bag Lectures. The first, on Wednesday, July 5, will feature researcher Tom Coates, director of the Center for AIDS Prevention Studies, on "Does AIDS Prevention Work?" The following week, on Wednesday, July 12, Judy Hofmann, senior trainer for the Dynamic Walking Institute, will offer tips on walking, hiking and running to help you be better prepared for the walk. Both lectures will be held from noon to 1 p.m. in HSW 300.



Allen J. Balderson

*The design for this year's UCSF AIDS Walk San Francisco T-shirt is taken from a watercolor by former AIDS patient D.C.S., entitled "Zuni Butterfly." D.C.S. was a participant in the UCSF/ Mount Zion Art for Recovery Program. Surrounding the design are a few members of this year's UCSF AIDS Walk Committee (back row, left to right) Cindy Perlis, director, Art for Recovery; Rosanne Rappazini, Medical Center Administration; Red Margio, Millberry Union Administration; (front row, left to right) Randy Callahan, Mount Zion; Barbara Wilson, School of Pharmacy; Joyce McKinney, School of Medicine; Jim Cole, Accounting; and Uli App, Library.*

*Inside UCSF*



# Today/Tomorrow

## 26 Monday

PARNASSUS UCSF PLAYERS THEATER

### OPEN AUDITIONS JUNE 26 & 27

Parnassus Players is holding open auditions Mon. & Tues., June 26 & 27, for performances of two short plays by Sam Shepard on Thurs.-Sat., Aug. 3-5. Be prepared to read from the script. Monologues or prepared pieces also are welcome. Those interested in doing technical work also may drop by to sign up. Toland Hall. 6 p.m. Call 476-9012 (day) or 821-5701 (evening).*

## 27 Tuesday

### LAUREL HEIGHTS DRAFT EIR MEETING

Public comments will be heard on the Draft Environmental Impact Report for the Laurel Heights Building. Laurel Heights Aud. 6:30 p.m. (Written comments should be sent to Michelle Schaefer, Campus Planning, Box 0286, no later than 5 p.m. on Thurs., July 20.)*

### UCSF/MOUNT ZION COMMUNITY MEETING

Regular community meeting to discuss any issues of concern, including construction plans, related to the UCSF/Mount Zion campus. Exec. Board Rm., 2nd fl., UCSF/MZ. 7 p.m. Call 476-3206.*

## 28 Wednesday

**STUDENT VOLUNTEER ORIENTATION:** High school and college students interested in volunteering at the Medical Center during the summer may register for this orientation session followed by interviews. Herbst Hall, UCSF/Mount Zion. Orientation: 9 a.m.-noon. Interviews scheduled through 4 p.m. Call 885-7353 to pre-register and 476-1196 for information.*

**BROWN BAG LECTURE SERIES:** *Therapeutic Value of Pets.* Richard Avanzino, SPCA of SF. Sponsored by Public Service Prog. HSW 300. Noon-1 p.m. Call 476-4394.*

### WOMEN & HEART ATTACKS

*Cardiac Risk Factors in Women: Dispelling the Myth.* William P. Castelli, Natl. Heart, Lung & Blood Inst., NIH. Sponsored by Ob/Gyn & Repro. Sci. M 1486. 11 a.m.

## 29 Thursday

### TUBERCULOSIS CONTROL

*Scientific Basis of Tuberculosis Control.* Physicians and other licensed medical professionals are invited to learn the latest about tuberculosis at a three-part live satellite course on Thurs., June 29, July 6 and July 13. Sponsored by the Francis U. Curry National Tuberculosis Center. 9 a.m. Call site coordinator Wayne Enanoria at 502-5810 for more information.

**TAY-SACHS SCREENING:** Tay-Sachs screening for pregnant couples. Sponsored by the Reproductive Genetics Clinic and part of the California Tay-Sachs Disease Prevention Program. Suite 810, 350 Parnassus. Opens 9 a.m. Call 476-4080 for an appointment and more information.*

**WOMEN'S RESOURCE CENTER PRESENTATION:** *On the Road to Beijing: Worldwide Women's Issues.* Linda Burnham, Women of Color Resource Cntr., focuses on the issues American women will bring to the fourth World Conference on Women in Beijing in September. N 217. Noon-1 p.m. Call 476-5222.*

**UCSF MEDICAL GROUP/SENIORITY PLUS SENIOR LECTURE SERIES:** *Managing Menopause.* Learn about the physical and psychological changes women experience during menopause and what to do to maintain wellness. Toland Hall. 6-8 p.m. Call 476-0373.*

## 30 Friday

**INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION:** *Spiritual Healing Demonstration.* Mark A. Libowitz explains the present and future possibilities in psychotherapy and healing. N 721. Noon. Call 330-5353.*

## 4 Tuesday

### INDEPENDENCE DAY

## 5 Wednesday

**BROWN BAG LECTURE SERIES:** *Does AIDS Prevention Work?* Thomas J. Coates, Med. & Cntr. AIDS Prevention Stud., summarizes what makes a difference in preventing new AIDS infections. Sponsored by Public Service Prog. HSW 300. Noon-1 p.m. Call 476-4394.*

## 6 Thursday



### LIGHTEN UP WEIGHT MANAGEMENT

Learn to develop healthy lifestyle habits for a sensible approach to weight management in this 10-week program. Features exercises, low-fat and low-calorie eating strategies, how to change self-talk and behavior, plus how to build support systems. Co-sponsored by UCSF Medical Group and Health Net. Millberry Fitness Cntr. 5:15-6:45 p.m. Call 476-1115 for fee information & to register.*

## 7 Friday

**INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION:** *Colorful Names & You.* Dennis Polliet shows how your name and colors are secret keys to your beauty, personality and career. N 721. Noon. Call 330-5353.*

### CHILDREN'S SUMMER FILM FESTIVAL

See Upcoming Events on page 5.

## 8 Saturday

### WRITING WORKSHOP FOR TRAUMA SURVIVORS

See Upcoming Events on page 5.

### THE NEXT DEADLINE

**Tues., July 11, 1995** is the deadline for items to be listed in the next calendar, which covers **July 22-Aug. 25, 1995** (five weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Mail your copy to Michele Firpo at Box 0462, e-mail it to michele_firpo@quickmail.ucsf.edu, send a fax to 476-3541, bring it to UCSF/Laurel Heights, 3333 California St., Suite 103 or call 476-3257. To submit articles for Newsbreak, e-mail information to Allen Balderson at allen_balderson@quickmail.ucsf.edu, fax it to 476-3541 or call 476-3163. To submit articles for Medsounds or page 6, e-mail them to Lisa Cisneros at lisa_cisneros@quickmail.ucsf.edu, fax it to 476-3541 or call 476-3256.

## 10 Monday

### PROSTATE LECTURE

See Upcoming Events on page 5.

## 11 Tuesday

### FIT TALK

Take this seminar to learn about the three components of a well-rounded exercise program: aerobic exercise, flexibility and weight training. Co-sponsored by UCSF Medical Group and Health Net. Free to Health Net members. $7 all others. Millberry Fitness Cntr. Tues., July 11: 6:30-7:30 p.m. or Thurs., July 13: 5:30-6:30 p.m. Call 476-1115.*

**NEW EMPLOYEE ORIENTATION:** S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

**WOMEN'S RESOURCE CENTER PRESENTATION:** *The Fairer Sex? The Power Dead-Even Rule and Other Gender Differences in the Workplace.* Two vidoes explore how people inherently treat women differently than men and the different cultures in which women and men grow up. Toland Hall. Noon-1 p.m. Call 476-5222.*

### QUIT SMOKING

See Upcoming Events on page 5.

## 12 Wednesday

### MEDICINE & HEALTH CARE BEYOND 2000

See Upcoming Events on page 5.

**BROWN BAG LECTURE SERIES:** *Dynamic Health in Motion.* Judy Hofmann, Dynamic Walking Inst., offers tips on posture and stride. Sponsored by Public Service Programs. HSW 300. Noon-1 p.m. Call 476-4394.*

## 13 Thursday

### PREVENTING SKIN DAMAGE

See Upcoming Events on page 5.

## 14 Friday

**INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION:** *Rolfing: Structural Integration.* Sondra Gray shows how Rolfing is a systematic reorganization of the human structure into an integrated whole. N 721. Noon. Call 330-5353.

## 15 Saturday

**WOMEN'S RESOURCE CENTER WORKSHOP:** *Basic Home Repair: Plumbing.* Women Empowering Women tradespeople offer hands-on experience in how to repair leaky faucets, unclog drains and finding out what's in the tank behind the toilet. $45-$60. N 517. 9 a.m.-4 p.m. Call 476-5222 to pre-register.*

## 16 Sunday

### AIDS WALK 1995

See story on page 3.

## 18 Tuesday

### STRESS MANAGEMENT

Learn relaxation and stress management to minimize anxiety, insomnia and chronic illness and maximize health and emotional well-being in this biweekly eight-class course from July 18 to Oct. 24. MediCal/MediCare accepted, Health Net $20/$30 co-pay or $61 self-pay per session. A 413. 10-11:30 p.m. Call Alexandra M. Gaughan at 476-6100, ext. 80166.*

**UCSF/MOUNT ZION BROWN BAG LECTURE SERIES:** *Cosmetic Surgery and Skin Care for the Summer Sun.* Issa Eshima, Plast. & Reconstr. Surg., UCSF/MZ, focuses on skin treatment and care. Sponsored by Public Service Prog. Herbst Hall, UCSF/MZ. Noon. Call 476-4394.*

## 19 Wednesday

**BROWN BAG LECTURE SERIES:** *Diabetes & Drugs.* Mary Anne Koda-Kimble, Clin. Pharm., explains how over-the-counter drugs interact with prescriptions and diabetes. Sponsored by Public Service Prog. HSW 300. Noon-1 p.m. Call 476-4394.*

**GREAT EXPECTATIONS PROGRAMS FOR PARENTS FILM SERIES:** *Childbirth Choices: Options for Labor and Birth.* Video presentation of "Special Delivery" and discussion about planning for your baby's birth. A 326. 7-8:30 p.m. Call 476-6667.*

## 20 Thursday

**MISSION CENTER BROWN BAG LECTURE SERIES:** *Preventive Health Care.* Robert Lutz, Med., explains strategies for disease prevention, wellness and longevity. Sponsored by Public Service Prog. Rm. 125, Mission Center Bldg., 1855 Folsom. Noon. Call 476-4394 for information.*

**WOMEN'S RESOURCE CENTER PRESENTATION:** *The Feminine Fire.* Author Luisah Teish uses excerpts from her book "Carnival of the Spirits" to explore folktales and rituals celebrating women from a multicultural perspective. Toland Hall. Noon-1 p.m. Call 476-5222.*

## 21 Friday

### HIV & DEAFNESS CONFERENCE

See Upcoming Events on page 5.

**INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION:** *Reiki: A Complementary Therapy & Stress Reduction.* Cheryl Coleman demonstrates Reiki stress reduction techniques. N 721. Noon. Call 330-5353.*

### LIBRARY CLASSES

The UCSF Library offers the following free classes held in S 165A (EC) or 231 Library (LC). Call 476-2337 for details.

- Thurs., June 29: *World Wide Web.* (EC). 2-3:30 p.m.
- Tues., July 11: *ENDNOTE® for the Mac.* (EC). 2-4 p.m.
- Wed., July 12: *World Wide Web.* (EC). 2-3:30 p.m.
- Wed., July 12: *Medline Plus I: Basics.* (LC). 3-5 p.m.
- Thurs., July 13: *MELVYL® Databases.* (LC) 3:00 - 5:00 p.m.
- Tues., July 18: *Introduction to the Internet.* (EC). 11 a.m.-noon.

### BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physician to have the mammogram, in addition to their doctor's full name, address (including room number & zip) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $65. To make an appointment call 476-2193 between 9 a.m. and 3 p.m.*

Because the service has become so popular and appointments are filled by the time this calendar is published, we list only dates when the van will be at UCSF locations:

- Fri., July 7: UCSF/Parnassus at Medical Center Way.
- Fri., Aug. 4: UCSF/Parnassus at Medical Center Way.

*Open to the public.

# June 24-July 21, 1995

## REVISED NEWSBREAK/MEDSOUNDS DEADLINES

Please submit items taking place through the end of 1995 **that are of campuswide appeal only.** Be sure to include complete information about the event, including topic, location, time, cost (if any), and speaker's name and affiliation. Please also include a contact phone number. See "The Next Deadline" box on page 4 for Newsbreak fax and telephone numbers and e-mail addresses.

| NO. | DEADLINE DATE | FOR THE PERIOD COVERING |
|---|---|---|
| Volume 10 #13 | **July 11** | July 22-Aug. 25 (5 weeks) |
| V10 #14 | **Aug. 15** | Aug. 26-Sept. 22 (4 weeks) |
| V10 #15 | **Sept. 12** | Sept. 23-Oct. 6 |
| V10 #16 | **Sept. 26** | Oct. 7-20 |
| V10 #17 | **Oct. 10** | Oct. 21-Nov.3 |
| V10 #18 | **Oct. 24** | Nov. 4-24 (3 weeks) |
| V10 #19 | **Mon., Nov. 13** | Nov. 25-Dec. 22 (4 weeks) |
| V10 #20 | **Mon., Dec. 11** | Dec. 23, 1995-Jan. 12, 1996 (3 weeks) |

## REGULAR MEETINGS & ONGOING SUPPORT GROUPS

***MONDAYS***

**JEWISH WOMEN'S DIALOGUE GROUP:** Every other Monday. Call 476-6423.*

**DROP-IN SUPPORT GROUP FOR WOMEN LIVING WITH HIV/AIDS:** Free child care and beverages provided. A 45. 11 a.m.-1 p.m. Call 476-2417 or 476-7795.*

**HEALTH PROFESSIONALS IN RECOVERY:** For physicians, nurses, dentists, pharmacists, PhDs and others. Anonymous meeting with 12-step emphasis. Meets monthly.11:30 a.m.-12:30 p.m. Call 476-2004.

**UCSF STAFF COUNCIL MEETING:** Second Monday of the month. Noon-2 p.m. Call 476-5756.

**FRIENDS OF LOIS AL-ANON MEETING:** Closed meeting: for friends & families of alcoholics only. Conf. Rm. A, 3rd fl., MCB. Noon. Call 626-5633.*

**T'AI CHI CLASSES:** Mondays and Wednesdays. UCSF/Mount Zion Cancer Cntr. Garden, 2356 Sutter. Noon.

**COLORECTAL CANCER SUPPORT GROUP:** Second and fourth Mondays of the month. Reservations must be made at 929-7114. No drop-ins allowed. UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:30 p.m.*

**UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP:** Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-3902.*

***TUESDAYS***

**SFGH CIRCLE OF SISTERS:** Networking forum for black women working & studying at UCSF/ SFGH. Meets monthly at noon. Call 476-5222.

**MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP:** For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

**CAMPUS AMNESTY INTERNATIONAL MEETING:** First Tuesday of the month. MU 111W. Noon-1 p.m. Call 566-8406.*

**UCSF GOSPEL CHOIR REHEARSAL:** Weekly rehearsals at MCB. Noon. Call 476-6761.*

**PARKINSON'S DISEASE EDUCATION & SUPPORT GROUP:** For people with Parkinson's & their caregivers. Third Tuesday of the month. Christ Church, Lutheran, 1090 Quintara (at 20th Ave.). 2-4 p.m. Call 476-9276.*

**BREAST CANCER SUPPORT GROUP:** For women diagnosed or being treated at UCSF/ Mount Zion or UCSF/Parnassus. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5:30-7 p.m. Pre-registration necessary. Call 885-3693 or 388-3742.*

**NURSES' PAIN ASSOCIATION MEETING.** Second Tuesday of the month. C 254. 5:30-7:30 p.m.*

**BRAIN TUMOR SUPPORT GROUP:** First Tuesday of the month. S 758. 7:30-9 p.m. Call 284-0208.*

***WEDNESDAYS***

**GAY, LESBIAN, BISEXUAL ASSOCIATION AT UCSF MEETING:** Second Wednesday of the month. Members of the Chancellor's Committee on Gay, Lesbian & Bisexual Issues will be present. Call 282-9650 for more information.

**SUPPORT GROUP FOR FAMILY/FRIENDS OF THOSE WITH MENTAL ILLNESS:** Open to anyone interested in learning more about psychiatric disorders & their treatments. Call Laura Deering-Mayclin at 476-7394.*

**LATIN AMERICAN CAMPUS ASSOCIATION MEETING:** Second Wednesday of each month. HSW 508. Noon. Call Lucia DeLeon at 476-2010.

**LATIN WOMEN COALITION:** For Latina faculty, staff & students. Noon-1 p.m. Call Betty Jerez at 476-7117.*

**PARNASSUS AL-ANON MEETING:** For friends & families of alcoholics. Observers welcome. C 417. Noon-1 p.m. Call 626-5633.*

**STEP-FAMILY SUPPORT GROUP:** For parents & step-parents. Call Sandra Norberg at 476-6389.*

**ALCOHOLICS ANONYMOUS MEETING:** Closed meeting: alcoholics only. Conf. Rm. 3, 1st fl., MCB. 12:05 p.m. Call 621-1326.*

**MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP:** For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

**DIRECTIONS:** For women newly diagnosed with breast cancer. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5-6:30 p.m. Pre-registration necessary. Call 885-3693 or 885-7498.*

**EATING DISORDERS SUPPORT GROUP:** Open to anyone dealing with an eating disorder in themselves or others. M 688. 7-8:30 p.m. Call 332-3425.*

**CO-DEPENDENTS ANONYMOUS MEETING:** A twelve-step program for people who have dysfunctional long-term relationships. LPPI 371. 8-9:30 p.m. Call 432-3529.*

***THURSDAYS***

**AWAKE MEETING:** AWAKE (alert, well and keeping energetic) is a support and education group for people with sleep apnea and their families. Third Thursday of each month. Bring CPAP equipment for check-up. Call 885-7886.*

**LESBIAN LUNCH GROUP:** Monthly on Thursdays. Call 476-5222.*

**UCSF GOSPEL CHOIR REHEARSAL:** Weekly rehearsals at Parnassus. Noon. Call 476-6761.*

**HEAD & NECK CANCER SURGERY SUPPORT GROUPS:** Separate groups for patients and patients' families meet simultaneously on the second and fourth Thursdays of each month. UCSF/Mount Zion Cancer Cntr., 2356 Sutter, 2nd fl., near Divisadero. 1-2 p.m. Call 885-7623.*

**ASSOCIATION OF CLINICAL RESEARCH NURSES MEETING:** Third Thursday of the month. M 1317. 5:15-6:30 p.m. Call 476-0683.

**PARNASSUS PLAYERS:** UCSF's theater group holds play readings on the first and third Thursday of the month in preparation for Fall show. July 6 & 20: Toland Hall. 6-8 p.m. Call 476-6761 or 476-9012 (day) and 821-5701 (evening).*

**SUPPORT GROUP FOR WOMEN LIVING WITH LIFE-ALTERING ILLNESS:** Alternate Thursdays. 6-8 p.m. Call 775-2854 to preregister.*

***FRIDAYS***

**CIRCLE OF SISTERS:** Networking forum for black women working & studying at UCSF. Most Fridays. Noon-1 p.m. L 535. Call 476-5836.

**ALCOHOLICS ANONYMOUS MEETING:** Closed meeting: alcoholics only. C 417. 12:10-1 p.m. Call 621-1326.*

**LAKESIDE SENIOR MEDICAL CENTER CAREGIVER SUPPORT GROUP:** First Friday of each month. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call Edith Kaplan at 986-2305.*

For information on 12-step and support groups (other than AA and Al-Anon), call the Mental Health Association of San Francisco at 921-4044.*

# *Upcoming Events*

## Experts speak on deafness

A six-session conference to present "International Perspectives on Deafness, Mental Health and Rehabilitation" continues Tuesday evenings through July 25, excluding July 4.

Each program is from 7 to 8:30 p.m. in the Regents' Room, UC Center on Deafness, UCSF/ Laurel Heights, 3333 California St.

Astrid Van Wilsem, a therapist from Holland with a focus on developmental psychology and play therapy, will share her thoughts on June 27.

Marina Zalweska, associate professor of psychology who specializes in child psychology at the University of Warsaw, Poland, will talk on July 11.

From the Czech Republic, Eva Vymlatilova, clinical psychologist at the University Hospital in Prague, and Zoja Sediva, school psychologist at the School for Hearing Impaired/Basic Nursery in Prague, will speak July 18.

And on July 25, Nelson Castro, a deaf teacher at the Educational Center for the Deaf, in Rio de Janeiro, will present his views.

Cost is $10 per session. For more information, call the Gallaudet Regional Center at (510) 659-6268 or (510) 659-6050 (TTY).

## Summer children's film festival through July

Arts & Performances presents the Summer Children's Film Festival on Fridays through July at Cole Hall Cinema. Showings are at 10:30 a.m. and 6:30 p.m.

The festival features "Aladdin" on July 7, "Thumbelina" on July 14, "The Pagemaster" on July 21 and "Snow White and the Seven Dwarfs" on July 28.

Admission is $2 for children under 14; $2.50 for UCSF students and Millberry Union members; $3 for employees, other students and seniors; and $3.50 for the general public. Grandparents are free when accompanied by grandchildren.

Call 476-6761 for reservations and group rates for 10 or more for pre-schools, childcare groups and parties for the 10:30 a.m. show only. Milk and cookies will be sold at evening shows. For movie information, call 476-2542.

## Writing workshop for trauma survivors

The UCSF Rape Prevention Education Program offers a writing workshop for trauma survivors on Saturday, July 8, from 1 to 4 p.m. The workshop will be held in C 130; the cost is $35. Pre-registration is required by calling 476-5222.

Molly Fisk, a freelance writer who has received national recognition for her poems about incest and ritual abuse, will lead the workshop. Participants will be asked to explore the drive to expose the atrocities they have lived through and find ways to best present this information to the public. Personal writing for therapeutic purposes as well as writing for publication is addressed.

## Prostate lecture

UCSF/Mount Zion urologist Stuart Rosenberg will speak on "Enlargement of the Prostate: What You Should Know," on Monday, July 10, from 10 to 11 a.m., at the Lakeside Presbyterian Church, corner of 19th Ave. and Eucalyptus.

Rosenberg will talk about the symptoms, detection and treatment of the enlarged prostate, a common problem among older men.

The lecture is sponsored by the UCSF Medical Group and Seniority Plus. No registration is required. The building is wheelchair accessible. For more information, call 476-0373.

## Stop smoking program

Quit smoking with group support and the help of a trained clinic leader in a three-week, six-session program offered every other month by the American Cancer Society.

The next session begins Tuesday, July 11 and runs through Thursday, July 27. Meetings are held on Tuesdays and Thursdays from 6 to 8 p.m. at 235 Montgomery St. The program is co-sponsored by the UCSF Medical Group and Health Net. For fee information and registration, call 394-7100.

## Medicine beyond 2000

The campus community is invited to hear Harry Caulfield, associate clinical professor of medicine, give a lecture entitled, "Medicine and the Health Care Environment Beyond 2000," on Wednesday, July 12, at 3 p.m. in N 217.

Caulfield has been executive director of the Permanente Medical Group Inc. since 1991 and has served on congressional task forces for health care organization accreditation. He has been on the board of directors of the Group Health Association of America and was a member of the Advisory Committee on Group Practice Physicians and the Federation Study Consortium of the American Medical Association.

## Prevention, treatment of skin damage

As part of its monthly lecture series, Women's Health Access hosts an hour-long discussion of "Prevention and Treatment of Skin Damage," on Thursday, July 13, at 5:30 p.m.

Holly Christman, assistant clinical professor of dermatologic surgery, will give the lecture in Toland Hall.

The next lecture, "Fit talk: How to Start Exercising and Stick With it," will be given by Karen Britz, program manager of the UCSF Millberry Fitness Center, on Thursday, Aug. 17, at the same time and location. The lecture series is co-sponsored by the Women's Resource Center.

## AIDS Walk on July 16

(See page 3 for story.)

## National conference on HIV and deafness

A two-day conference on HIV and deafness will be held Friday and Saturday, July 21 and 22.

The forum is designed to assist the counselor, social worker, caregiver or psychologist in working with the deaf and hard of hearing individuals who are HIV positive, have AIDS or are in high-risk groups. Through case presentations, keynote speakers, lectures, small group and panel discussions and activities, the conference will teach participants about the role of belief systems in the counseling process, preparing a client to return to his/her family, grieving the loss of a client or friend and dealing with issues of burn-out and hopelessness. Sign language interpreters will be provided and assistive learning devices will be available.

The conference will be held at the Westin Hotel, San Francisco Airport, 1 Old Bayshore Highway, Millbrae.

Registration is $200. Reduced registration of $100 for students and agencies serving HIV persons in San Francisco is available. For more information, call the Gallaudet University Regional Center at Ohlone College at (510) 659-9268 voice or TTY. UCSF's Deaf AIDS Project & Institute on Mental Health and Rehabilitation are co-sponsors of the event.

## Free stroke prevention program July 22

The UCSF Stroke Service and the UCSF/Mount Zion Center on Aging is again inviting the public to attend a free program on stroke and stroke prevention on Saturday, July 22, from 8:30 a.m. to 12:30 p.m. in the Medical Sciences lobby. Seating is limited and reservations are required. Call 750-4109 for more information and reservations.

## Learn, apply meditation

The UCSF Women's Resource Center presents the workshop "Suffering and Delight: Stress Reduction Through Meditation," on Saturday, July 22, from 10 a.m. to 1:30 p.m. in C 130. Darlene Cohen, who has studied meditation at the San Francisco Zen Center since 1970, will help participants learn and apply meditation techniques and practices to deal with pain and stress. Fees run $30 to $40, based on a sliding scale. For more information, call 476-5222.

## OU hosts orientation

The campus community is invited to become acquainted with Outdoors Unlimited on Tuesday, July 25, at 7:30 p.m. in the OU Center.

OU is a cooperative center for outdoor adventure and recreation, which provides tools as well as training with the help of its volunteer staff. Part of Millberry Programs and Services, OU serves both the campus and the public. For more information, call 476-2078.

## Submit proposals for projects

UCSF faculty and students are invited to submit grant proposals to support instructional improvement projects to be completed during the 1995-96 academic year. It's anticipated that money will be available to fund projects that meet any of the following goals:

♦ Improve existing instructional programs, including courses, curricula, instructional processes and academic advising.

♦ Develop new programs, including new courses, curricula, and instructional processes. These activities may be program related, such as the expansion of a new curriculum or instructional process, or resource related, such as establishing teaching resource centers, workshops or faculty development programs.

♦ Introduce experimental approaches to instructional content, processes or resources.

♦ Teach evaluation activities, including evaluating the effectiveness of courses, curricula, individual instructors, departments, instructional support and academic advising.

The deadline to submit 11 complete copies of the proposal to Academic Services, Box 0400, S115, is Thursday, June 29. For more information or application forms, call Academic Services at 476-5742 or 476-1881.

## Elect UCRS Board member by phone

Voting to fill a seat on the UC Retirement System (UCRS) Board ends at midnight Friday, June 30. This year's election is being conducted via an automated telephone system instead of by mail. Retirement plan members should have received in May ballots with candidates' statements and instructions on how to vote. Any eligible member who has not received a telephone ballot may obtain one by calling UC Benefits Customer Service at 800-888-8267, ext. 70651.

## Graduations

*(from page 1)*

Psychiatry; Karen Suyemoto — Robert E. Harris Award for Clinical Psychology; Suzanne Laycock Fares — Robert E. Harris Award for Outstanding Research by a Graduate Student in Psychology; Lowell D. Tong and Michael T. Lowenstein — Residents' Association Awards for Teaching; and Paul Damian Cox, David G. Elkin, — LPPI-UCSF Alumni-Faculty Association Interdisciplinary Achievement Awards.

Also on June 2, the School of Nursing graduated 239 students — 213 masters in nursing, seven DNS, 14 PhDs in Nursing and five PhDs in Sociology. Top graduates were Brain Goodroad and Carol Randell, who received the Outstanding Master of Science Student Award; Suellen Miller, who received the Distinguished Dissertation Award in Nursing (honorable mention to Lana Miller); Susan Kelly, who took the Distinguished Dissertation Award in Sociology; and Darlene Gilcreast, who won the Nursing Alumni Student Award for Meritorious Service.

Faculty awards went to JoAnne Saxe for excellence in teaching and Patricia Benner for mentor of the year in a doctoral program. Jeff Kilmer, director of Student and Curricular Affairs, received a special award for his continued support to nursing and UCSF nursing students.

Greg Guymon of San Bernardino and Christina Maso of San Francisco won the School of Dentistry's Elizabeth Fuhriman Gardner Awards, presented to one dental student and one dental hygiene student respectively. On June 17, the School graduated 97 students, 81 of whom received the Doctor of Dental Surgery degree and 16 of whom received the Bachelor of Science in Dental Hygiene degree. The Distinguished Alumnus Award went to Daniel Collins, MS, '44 of Mill Valley.

Jeanne Lucich of Brookline, Mass. was honored as the "ideal pharmacist" by receiving the Bowl of Hygeia at School of Pharmacy ceremonies also held on June 17. Honorable mentions for the award were Michelle Byrne of San Diego, Enda Chan of Davis, Gina Ryan of Los Angeles and Kethen So of Oakland.

Out of the 110 students who received PharmDs, three were recognized for having achieved the highest grade point average. In order they are: Roya Koutchekinia of Oakland, Suzanne Finley Friend of Los Angeles and Bowl of Hygeia winner Jeanne Lucich.

The Long Foundation Award for Excellence in Teaching was presented to Donald Heynemann. Stephen A. Echavez was selected to receive the Long Award for Excellence in Advising and Mentoring, while Robin Corelli won the Long Award for Excellence in Teaching in the Clinical and Practice Courses.

# Fun Zone

### Summer day camp

Openings are still available for the ONSTAGE Summer Theater Day Camp for children. The program features theater games, improvisation, juggling, mime, poetry and creation of an original production based on socially significant themes. The two sessions are August 7 through 18 (for children ages 9 to 11) and August 21 through September 1 (for children ages 12 to 14.) Call Arts & Performances at 476-6761 for more information.

### Gospel choir at UCSF

The Gospel Choir at UCSF rehearses once a week on Tuesday or Thursday at both Parnassus and MCB. For more information, call Dolores Cannon at 476-7204 on Parnassus or Brigit Price at 476-7183 at MCB.

### Full moon sea kayaking

Sign-ups for the next full moon sea kayaking, slated for Tuesday, July 11, start Tuesday, June 27. Outdoors Unlimited invites seasoned and novice kayakers alike for an evening on the Bay. First-time paddlers are welcome; a lesson will be provided. No pre-trip meeting is required for this event. Participants must be able to swim. The cost is $35 for students and Millberry members, $45 for staff and $50 for the general public.

### SF hockey tickets

Tickets are available for the San Francisco Spiders, a new expansion franchise of the International Hockey League. The Spiders will take to the ice this September at the Cow Palace. Tickets range from $10 to $25. For more information, call Richard Reitman at 656-3051.

# Money Matters

## Fund Performances

For those invested in the 403(b) Plan and the After-tax plan, here are the latest unit values and monthly factors (as of May 31, 1995). The annualized yield reflects the annual yield that could be achieved if the current monthly rate were compounded for one year.

| | Monthly Factors | Annual Rate | Annualized Yield |
|---|---|---|---|
| **Savings** | .0055 | 6.44% | 6.55% |
| **Money Mkt** | .0052 | 6.13% | 6.23% |
| **ICCF** | .0065 | 7.69% | 7.86% |

| | Unit Values | 12-Month Change | 3-Year Avg. Annualized Return |
|---|---|---|---|
| **Bond** | $68.91 | 18.0% | 11.1% |
| **Equity** | $120.60 | 20.4% | 12.4% |
| **Multi-Asset** | $16.34 | 12.9% | 9.3% |

The investment results, as measured by total return figures given above, represent past performance and should not be considered indicative of future results. If you have questions, please call 476-9256.




Michele Firpo

## Record-breaking raffle raises $9,300

*The seventh annual EMPACT! raffle held June 1 set three new campus records for the event. It raised the most money, $9,300; involved the most volunteers, 90; and included the largest number of tickets ever sold by an individual, 1,002, this year by Jack Webster from ITS Executive Park. Webster won a $1,000 Amercian Express travel credit for his work. Other top ticket sellers were: Rachel Hunter, Financial Aid; Jeanette Howard, Nutrition & Dietetics; Nathan Bernemann, Opthalmology; and Cyndy Lee, Nursing Administration. Pictured above are, left to right, Laurie Williams and Gail Mametsuka, both of EMPACT!; Steve Barclay, vice chancellor of administration; Elan Masliyah of EMPACT! and Stella Hsu, director of campus auxiliary services.*

# Crime Alert

### Suspect caught in act

A suspicious male, who was reported loitering in front of the Millberry Union bike cage in the early morning hours of June 6, was arrested by UCSF Police, according to Sgt. Lorin Stracke.

Police arrived at the scene just in time to catch the suspect allegedly in the act of using bolt cutters to break into the bike area. The suspect had other tools with him. Further investigation revealed the suspect was wanted on several outstanding felony warrants for burglary and possession of burglary tools. The District Attorney's office filed a motion to revoke his probation.

### Return of impersonator?

UCSF Police responded to the sixth floor of Long Hospital June 10 on the report of a suspicious male who matched the description of the doctor impersonator from September 1994, according to Sgt. Lorin Stracke.

Officers found the suspect in the hospital cafeteria, where he had reportedly told the cashier he was a doctor and received a discount. A nurse on the sixth floor identified the suspect as someone she had allegedly seen on the floor of Long on September 24, the date someone identified himself as a doctor after entering a child's room. In the latest incident, the suspect had identified himself to the nurse as being a maintenance worker at UCSF. The suspect denied he had ever entered a patient's rooms last fall. He was arrested for trespassing.

### Beware of car thefts



The San Francisco Police Department has reported an increase in car break-ins around the UCSF/Mount Zion neighborhood, most notably along Geary Blvd.

While police officers assigned to this area are aware of the string of break-ins, they emphasize the need for all incidents of this type to be reported to the SFPD's non-emergency dispatch number, 553-0123 as soon as possible. It is only by documenting these reports that police can be assigned to remedy the situation.

The Mount Zion Security Department has been alerted to these crimes and will continue to monitor the surrounding area with surveillance cameras. In the meantime, Pete Balestreri, chief of security, offers these prevention tips:

♦ Report all suspicious persons in the area directly to the SFPD. Mount Zion Security can make the call for those who want to remain anonymous.

♦ Do not leave any items of value visible in your car.

♦ Always remember to park in a well-lighted location and lock your car.

♦ As always, the Mount Zion Security Dept. is available 24-hours a day to escort employees to their cars. Security can be reached at 885-7890.

# Medical Call Board

### Chronic angina

Cardiologists at UCSF are looking for volunteers to participate in a study of a non-surgical, non-medicinal experimental treatment for chronic angina, chest pain associated with heart disease.

The study is open to men and woment with chronic angina that has persisted after standard medical interventions. The study requires 35 one-hour sessions, five days a week for seven weeks. Researchers will be testing a new therapy, called enhanced external counterpulsation (EECP.)

In EECP, diastolic blood pressure is increased with the aid of a special patient bed outfitted with inflatable cuffs similar to the arm cuffs used to measure blood pressure. By increasing diastolic blood pressure, the EECP device increases blood flow, supplying more oxygen to the coronary arteries feeding the heart. Researchers who have studied the therapy believe that it somehow triggers the growth of small, unused or new blood vessels that bypass obstructions and provide additional oxygen to power the heart even after cessation of the treatment. For more information on the study, call 476-1722.

### Stomach pain

Doctors Ken McQuaid and David Kearney of the Division of Gastroenterology are looking for volunteers to participate in a study looking at a new way of treating stomach or abdominal symptoms.

Persons with frequent indigestion, heartburn, upper abdominal pain or bloating may be eligible. Recently, doctors have found that some of these symptoms may actually be due to a bacteria that infects the lining of the stomach, causing ulcers and gastritis. It is possible that treatment with antibiotics may relieve some of these symptoms.

Taking part in the study would first involve a blood test, which shows bacterial infection, and then taking either antibiotics or a placebo for two weeks. Results of this study will help to determine whether a simple blood test may prove to be the best way of evaluating persons with abdominal symptoms, rather than resorting to more costly tests such as endoscopy or X-rays. For more information, call 750-2105.

### Women with asthma

Researchers in the Division of Allergy/Immunology are conducting a study examining risk factors of asthma in women. Participants must be non-smoking women between the ages of 18 and 45 who have asthmatic symptoms at least weekly. For more information, call Deborah Au at 476-0848, ext. 2.

### Low back pain

VAMC researchers are seeking both veterans and non-veterans for a study to assess the latest treatments for low back pain.

Men and women between the ages of 35 and 75 who have suffered chronic low back pain for at least two years may be eligible. Participants will receive therapy two days a week in a 12-week program involving the latest pain management techniques, such as physical therapy, biofeedback and education in pain coping strategies. In addition to free treatments, volunteers will receive $50 compensation upon completion of the therapy program and another $50 for a follow-up assessment nine months later. For more information, call 750-2004.

# Medsounds Continued

## New manager, new hours at Thrift Shop

The Bear-ly New Thrift Shop has a new manager and new hours, the Hospitals Auxiliary of the Medical Center reports.

William Harper is the new manager of the shop located at 1752 Fillmore St. (between Sutter and Post streets). He comes to the shop with experience in thrift shop and administrative management.

New hours at the shop are Tuesday through Saturday from 11 a.m. to 5:30 p.m.

Donations are happily accepted during these hours. Specifically, the thrift shop needs clothes for men, women and children, housewares, estate jewelry and other used items that can be recyled and sold to benefit patients through the Auxiliary. For more information on the shop, call 921-2789.

## Healing Garden grows at Mount Zion

Work to create a botanical retreat in the concrete courtyard at the UCSF/Mount Zion Cancer Center will continue on Saturdays through the fall.

More volunteers and flowers are needed to complete the Healing Garden located at 2356 Sutter St., says Ann Chamberlain, a patient who is spearheading the project. Pansies, primroses, impatiens and sunflower seeds are among the items on her wish list.

Saturday work is scheduled for July 8 and 22, August 12 and 26, September 9 and 23, and October 14 and 28. Hours of work are from 1 to 4 p.m. For more information on the garden, call the Cancer Resource Center at 885-3693.

## New location for telecommunications

Offices for Medical Center Telecommunications have relocated to Laurel Heights. All staff members, with the exception of switchboard operators at Moffitt, are now located at Box 1345, Rm. 108 at the Laurel Heights campus. The main information number is 885-7293. The new fax number is 885-3830.



Lisa Cisneros

## Artworks exhibits accomplishments

*Actresses Tessa Konig-Martinez, left, and Stephanie Hunt read from the play, "The Confrontation," by Gloria McKean during a recent Artworks exhibit at the Mount Zion Institute on Aging. A colorful quilt, "Self Portraits and Dream Houses," created by Artworks students with Alzheimer's Disease, hangs in the background. The May 22 event featured watercolors by former TV star Arlene Francis, who has Alzheimer's Disease. Artworks has been matching artists with senior students for 15 years. For more information on the program, call 750-4124.*

## Outcomes *(from page 8)*

analyzing it and the way it is used have changed. That's why the School of Medicine is considering recommendations to enhance teaching of evidence-based medicine and medical informatics in existing courses for students, says Steve Hulley, professor and chair of epidemiology and biostatistics.

While developing relevant and meaningful measures that assess treatment outcomes accurately for a diverse population is a massive undertaking, the consensus at the conference was that UCSF should accept the challenge as an opportunity to improve the quality of care to patients and the outcomes they experience. By acting quickly, UCSF might be able to get financial support for research that benefits society as a whole.

"Outcomes research is evolving from an intellectual interest to a key way to change the health care delivery system," says Lee Goldman, chair of the Department of Medicine.

Health care reform created a demand for hospitals and health plans to distinguish themselves from their competitors with report cards that show how well they perform. In the cost-conscious climate of managed care, outcomes research is a way to determine what works and what does not. "We need to look upstream to influence outcomes as well as evaluate them," says Hal Luft, acting director of the Institute for Health Policy Studies.

Outcomes research is useful for providers to identify gaps in service and ineffective interventions. Several conference attendees wondered how clinicians, who are required to be more productive, and researchers will be able to make time or find funding to support outcomes studies. Others wondered how to preserve confidentiality of the patient and organization when it becomes obvious that some clinical interventions are ineffective. "We need to talk upfront about what to do if you find a smoking gun," advises Luft.

## Kidney *(from page 8)*

plant program on the West Coast, UCSF was the only site in Northern California.

In the clinical study, CellCept given in combination with other approved anti-rejection drugs (corticosteroids and cyclosporine) cut current rejection rates in half when compared to the immunosuppressant azathioprine or a placebo. The trials were randomized and double-blind, meaning neither the patient nor the doctor knew if the drug or a placebo was administered.

Incidence of treatment failure in the CellCept groups ranged from 30.3 percent to 38.8 percent in the clinical studies, compared to a range of 47.6 percent to 56 percent for the control group that received azathioprine or placebo. Treatment failure was defined as acute rejection confirmed through biopsy, organ failure, early termination of drug treatment, or death.

"The new drug offers a distinct advantage to our kidney transplant patients by providing increased immunosuppressive potency while minimizing side effects," says Tomlanovich.

Principal adverse reactions associated with the administration of CellCept, which is produced by Roche Laboratories of Nutley, NJ, include diarrhea, low white blood-cell count, bacterial infection, vomiting and a higher frequency of certain types of infections. Patients receiving the drug are at increased risk of developing lymphomas and other malignancies common to all immunosuppressive regimens.

Solid organ transplantation has become standard therapy world-wide, with more than 18,000 transplants in the US alone in 1993. Liver, heart and heart/lung transplants are increasing the most rapidly, but kidney transplants remain the most common and successful. In 1993, almost 11,000 kidney transplants were performed in the US.

The availability of immunosuppressive agents, along with improved surgical and organ-handling techniques, has dramatically raised kidney transplant success rates. UCSF has been a leader in clinical trials investigating new immunosuppressive drugs for transplant patients.

## Funding *(from page 1)*

the research prowess of American universities will be severely impacted, and we will lose the ability to move forward on a host of promising areas of investigation," Martin says.

UCSF received $196.8 million in NIH funding during the 1994 fiscal year.

Thanks in large part to NIH funding over the years, medical researchers now stand on the verge of discoveries that will make it possible for us to be spared the suffering and cost of many diseases, Martin says. Citing examples of dramatic advances in his own field of neurology, Martin noted that researchers recently identified several genes that cause Alzheimer's disease and have developed the first drug aimed at slowing its symptoms.

Research funding represents a valuable investment in terms of improving the quality of life and reducing the cost of care. The estimated yearly cost, for example, of neurological disorders, including stroke, depression, tumors, head injuries, Alzheimer's, Huntington's and Parkinson's disease, totals more than half a trillion dollars.

Finally, congressional budget cutters also have targeted student financial aid. One of the financial aid cuts would eliminate the in-school interest subsidy, which provides students with a grace period for loan repayment while in school. Without this program, UCSF students would incur a significant amount of debt and some would see their loan debt double.

## Overhaul *(from page 8)*

Lipsy and Eric Saltmarsh interviewed directors, managers and physicians and reviewed historical records, current financial data and work processes.

**The big picture**

Businesses, both large and small, are embracing the importance of reengineering, a concept that is far from a quick fix but rather is an arduous process of radical reinvention, as Michael Hammer and James Champy explain in their New York Times bestseller, "Reengineering the Corporation."

"In business reengineering, old job titles and old organizational arrangements — departments, divisions, groups, and so on — cease to matter. They are artifacts of another age. What matters in reengineering is how we want to organize work today, given the demands of today's markets and the power of today's technologies," the authors write.

Part of a national trend, all health care providers face challenging times during market-driven health care reform — considered a revolution in California. Many medical centers, like UCSF, are struggling to find the capital to invest in technology to keep pace in the information age.

Academic health centers are uniquely vulnerable to various other fiscal woes, such as the questionable funding of Medicare and Medicaid, which support teaching and indigent care (see page 1). Practicing managed care is especially difficult for academic health centers since it's more expensive to teach and treat.

Feeling the impact, the Medical Center will see its $450 million budget barely break even this fiscal year.

"We can no longer achieve required cost savings solely through incremental expense reductions," said Kerr, referring to $56 million in cost-cutting measures made over the last three years. "I am personally persuaded that more broadly based restructuring is required to enable us to adapt to our competitive environment."

More layoffs are inevitable in this round of reengineering, but the actual number will depend on the financial status after some of these changes occur, Schroffel says. With the goal of cutting 550 full-time equivalents (FTEs), so far, staffing has been reduced by about 180 FTEs through lay offs and eliminating vacant positions. "We still believe we have a significant number of staff reductions to make," Schroffel says.

**Clinical changes**

The consulting team calls for reorganizing inpatient services in ways similar to efforts underway at UCLA and UCSD, where managed competition is most intense. The team believes over specialization at UCSF has led to fragmented patient care tasks and responsibilities. Staff from many different departments now are responsible for performing duties that were once performed by members of the nursing unit staff, the report states. "It is essential to reverse this historic trend and to reorganize our inpatient services in order to transfer as many functions and as much control as possible back to the patient's primary care staff."

Under the plan, nursing units and some specialty departments would be reorganized into nine patient care groups to meet specific needs of hospitalized and sub-acute care patients. These inpatient groups are cardiac, perinatal, pediatric, orthopedic/neurosciences, rehabilitation/skilled nursing, medicine and surgery. Medicine and surgery services would be offered at both Moffitt/Long and Mount Zion. UCSF has been moving in this direction by creating centers focused on specific care.

> *"We must be willing as an organization to take some risks."*
>
> — Bill Kerr,
> Medical Center director

Health care providers and staff, such as social workers, clinical pharmacists, physical and occupational therapists, would be teamed with physicians and nurses under the direction of an administrative director who would coordinate program development, financial planning and operations with other clinical and non-clinical departments.

If managed carefully, the team reports, the Medical Center would increase the efficiency of the patient care process by using fewer staff and resources to get the job done. Patients would be more satisfied with the streamlined process, the team reports.

"Physicians will need to take a more active role in determining the allocation and use of our health care resources, and staff will need to assume broader roles in providing care and in developing new ways to deliver the services that patients require," the report states. In the end, more employees would "better understand how their decisions and actions contribute to the overall mission of the larger clinical enterprise."

To motivate and reward physicians and staff to meet and exceed organizational goals, the team recommends that they receive financial incentives when the budget allows for them. A new set of criteria for staff compensation would emphasize performance, customer service, effective problem solving and self-direction. Physician incentives would be developed to reward those who decrease operating expenses as well as generate operating gains, among other criteria, the report states.

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# UCSF Medsounds

**Page 1 ...** UCSF stands to lose millions in federal funding

**Page 1 ...** Top UCSF officials defend diversity on campus

**Page 3 ...** Videoconferencing facilities available on campus

Medsounds is a section of Newsbreak for and about employees of the Medical Center, including Moffitt-Long, the ACC, UCSF/Mount Zion and Medical Center employees at Mission Center and Laurel Heights.

## Drug cuts kidney rejection by nearly half, study says

By REBECCA HIGBEE

A new agent that reduces organ rejection by nearly 50 percent in clinical trials at UCSF is now available for kidney transplant patients.

The immunosuppressant drug is the first advancement in 12 years that significantly reduces treatment failure for patients undergoing kidney transplantation.

"Despite advances in organ transplantation, acute rejection has remained a major obstacle to maximizing transplant therapy," says Stephen J. Tomlanovich, associate clinical professor of medicine and principal investigator of the clinical trials.

During the first year after transplantation, about half of kidney transplant patients experience acute episodes of rejection, an immune system response that occurs when the body perceives the transplanted organ as "foreign."

Safety and efficacy of the drug, CellCept (mycophenolate mofetil), were assessed in clinical trials conducted at 14 sites in the US and elsewhere. With the largest kidney trans-

*(See* **KIDNEY** *on page 7)*

## New approach to outcomes research

By LISA CISNEROS

A new united front has emerged as a result of the June 7 campuswide meeting on outcomes research.

About 175 researchers, clinicians and staff met to rally cooperation to improve and apply outcomes research on campus, an endeavor that until now has largely been conducted independently or in small circles at UCSF.

"The most important question is: 'How do we channel all this energy and enthusiasm?'" says Nancy Adler, director of the Health Psychology Program and vice chair of the Department of Psychiatry. Meeting organizers sent questionnaires to participants asking for feedback on how to proceed.

Many of the speakers who convened at the Laurel Heights Conference Center acknowledged that outcomes research is a complex science that demands leadership, investment and cooperation to apply it successfully.

Stanley Lindenfeld, clinical professor of medicine and director of the Clinical Resource Management Office, announced he is forming an advisory board to coordinate the measurement and management of outcomes research. He welcomes members to the group.

While the use of evidence in medicine is not new, standards for collecting it, tools for

*(See* **OUTCOMES** *on page 7)*

## Safety fair slated for July 19, 20

The Medical Center's annual safety fair will be held on Wednesday and Thursday, July 19 and 20, from 10 a.m. to 2:30 p.m. at the Moffitt Cafe & Grill.

The theme of this year's event is "Passport to Safety," says Christine Yee, personal safety coordinator.

Departmental representatives will be on site to answer questions regarding safety while on the job. Participating departments include: Environmental Health & Safety, Nursing Education, Police Department, Medical Center Disaster Preparedness and Infection Control.

Employees also will be able to pick up information regarding the upcoming review by the Joint Commission on Accreditation of Health Organizations. For more information, call Yee at 476-5683.

# Internal consultants call for historic overhaul

By LISA CISNEROS

The UCSF Medical Center is considering a plan from its internal consulting team to consolidate and realign nearly 100 departments and functions into 23 new patient service and support groups as part of its ongoing restructuring process.

The recommendation to reorganize departments into nine inpatient groups and 14 departments for all other clinical and support services is one of about a dozen major areas of review contained in a 96-page report released June 5.




The team recommends the Medical Center make both clinical and administrative changes to improve the quality of patient care services and the financial stability of the Medical Center in the midst of an increasingly competitive marketplace. Recommendations run the gamut from reorganizing inpatient services to limiting telephone use.

At town hall meetings last week to discuss the plan, Director Bill Kerr said how and when all or parts of the plan will be implemented has yet to be determined. First, administrators must decide which recommendations to accept. While he welcomes comments on the report, he stressed that time is of the essence.

"We'd like to begin to pursue many of these recommendations by July 1," Kerr said. "We need to realize some of the benefits out of this report to deal with the immediate future."

The team also urges the Medical Center to put reengineering on the fast-track for action. "To be successful, the fundamental restructuring that we have recommended needs to take place quickly and completely so that a new direction can clearly be established, and so that the new working groups can begin training, redesigning their work processes and learning to work together as quickly as possible," the report states.

To implement the plan, the team recommends the Medical Center set aggressive but achievable goals, communicate the need for change and the organization's goals and create an environment that allows risk-taking.

"We must be willing as an organization to take some risks," Kerr said. "We need to let people know failure and risk-taking is all right in this environment."

By consolidating departments — some of which have seen workloads decline steadily due to medical advances and shorter hospital stays — the Medical Center can reduce expenses by streamlining work processes, eliminating redundancies and improving responsiveness to patients and their families, the report says.

"We believe this is a creative way of continuing to provide high quality care in a very cost-effective way," says Bruce Schroffel, director of operations. "The team has given a lot of thought to recommending these operational and cultural changes so that UCSF will remain competitive."

Team members Karen Akerson, Kathy Balestreri, Duane Brown, Jane Hirsch, Ron

*(See* **OVERHAUL** *on page 7)*

### Major recommendations

Here's what the internal consulting team is proposing:

- Consolidate and realign departments and functions into nine inpatient care groups and 14 other units.
- Restructure inpatient services in teams to provide specialized care.
- Develop and provide incentive programs for staff and physicians.
- Redesign finance operations around work processes and coordinate activities.
- Relocate UCSF/Mount Zion Homecare to Mount Zion and develop a plan to expand the program to meet growing demand.
- Consolidate Skilled Nursing Facilities and Rehabilitation Services at Mount Zion under one administrative structure to assist in the patient admitting process and provide better continuity of care. Establish skilled nursing facilities at Moffitt/Long to serve those patients who are currently being referred elsewhere.
- Improve the purchase, distribution and payment process.
- Establish a management system to oversee implementation, develop and deliver education and training programs for employees and maintain communication about reengineering process.

*A way to heal the heart*

## Pen pal program pairs patients, pupils

By ALLEN J. BALDERSON

It was Friday, June 2, and 13-year-old Ruth Levy "was like so nervous" because that day, for the first time ever, she would be meeting her pen pal — a woman with cancer.

For the past year, Ruth and her 25 seventh- and eighth-grade classmates from the Brandeis Hillel Day School in San Rafael have been writing to cancer and AIDS patients at the UCSF/Mount Zion Medical Center. Participating in Mount Zion's Art for Recovery pen pal program, the students spend one day a month writing, drawing and sharing their latest letters and pictures with their "new friends" and pen pals, adults facing a life-threatening illness.

The students have learned to put their hearts to paper. "They are showing their parents, teachers and friends how to become more compassionate when it comes to dealing with people who are facing cancer and AIDS," says Cindy Perlis, Art for Recovery director.

Art for Recovery, which began in 1988, gives adults and children coping with cancer or AIDS an opportunity at the bedside to express their feelings by drawing, painting or making collages. The Art for Recovery/Brandeis pen pal outgrowth began three years ago, and according to Perlis is proof that illness is a strong teacher.

Attaching names and faces of people to serious illnesses is important, says Perlis. "The students learn that although a person is ill, their spirit is still very much alive." The most honest people in the world are children and adults who have a life-threatening disease, she says. "The caring connection between the two groups is not surprising."

Following an emotional face-to-face meeting, which took place that Friday at the Osher Marin Jewish Community Center, there was a moving healing service where patients openly expressed how they felt about the program. "I've learned to honor and embrace my emotions and focus to heal my heart," said patient Mary Ann. "I could have spent my life rejecting my illness. But, instead I and others can learn from it."



Allen J. Balderson

*Ruth Levy, left, meets her pen pal Sherri for the first time.*

Ruth Levy's pen pal Sherri explained what a traumatic year she had following her cancer diagnosis — the chemotherapy, the loss of hair. "But, I wouldn't give up that year for anything," she said. "The letters have made me more hopeful and have taught me that the most important healing is that of the heart. I'm so fortunate to be part of a program that does that."

"I just want all of you to get better," said one student. Another added, "Seeing my pen pal in person is present enough for me."

Standing no more than four-feet high was student Jeremy Blatteis, who came up to this reporter anxious to tell his story. "I didn't know what I was suppose to do at first. I didn't think I'd have to write letters. But, I really like my pen pal. We have a lot in common. We both hate rap." Jeremy's pen pal, Jana, was too sick to meet him. As he explained, "Her leukemia came back."

Rabbi Henry Schriebman, director of the Brandeis Hillel Day School, says he is very touched by what the program has meant to his students, particularly the compassion they have learned from their pen pals. In fact, the school nominated the program in the recent Jewish Community Federation Awards of Excellence competition. It came as no surprise to the Rabbi nor his students that Art for Recovery was awarded "Program of the Year."

*Emily Pearce contributed to this report.*